NSPS DEPLOYMENT UPDATE

Patricia C. Adams
Deputy Assistant Secretary of the Navy (CHR)
4 February 04

Agenda

- **Why NSPS**
- **National Security Personnel System (NSPS) Status Update**
- **NSPS Discussion Items**
  - Deployment Planning
  - Command Roll Out
  - Military Engagement
  - Payout Approach
  - Command Communication
- **Other Issues**

Why NSPS?

NSPS will facilitate the Department's ability to meet the challenges of the 21st Century by providing managers:

- Greater flexibility in managing their workforce
- Ability to compete for high quality talent by offering compensation competitive with private industry
- Tools to support a high performing workforce by linking employee's performance to mission

NSPS Overall Update

- **VERA/SIP Issued 12/30/03**
- **Hiring of experts and consultants In Draft**
- **Retired Annuitants In Draft**
- **SES Pay/Performance In Draft**
- **Employee Appeal Process Working Group Meetings Ongoing**
- **Labor Relations System To be submitted to National Representatives, 2/6/04**
- **NSPS (Best Practices Based) Working Group Meetings Ongoing**

Roadmap to NSPS Deployment

- **Steps include:**
  - Design of proposed system with input from Components
  - Coordination with OPM on system design
  - Collaboration with national union representatives
    - 30 days for union review
    - Up to 30 days for OSD/union discussion
    - Notification to Congress if agreement not reached; implementation 30 days after Congressional notification

- **Where are we now?**
  - OSD is working on system design and is in discussion with OPM; proposals not yet submitted to national unions

National Security Personnel System Status

- **DON will be included in first wave coverage**
  - Date for first wave conversion TBD
  - Covered employees (150K) include:
    - GS, except those excluded by law

      All DON positions being reviewed to determine coverage; probable exclusions include Mariners and Faculty
    - FWS (still under discussion)

- **Issuance of regulations pending**
  - OPM Collaboration
  - Union Collaboration (90 Days)

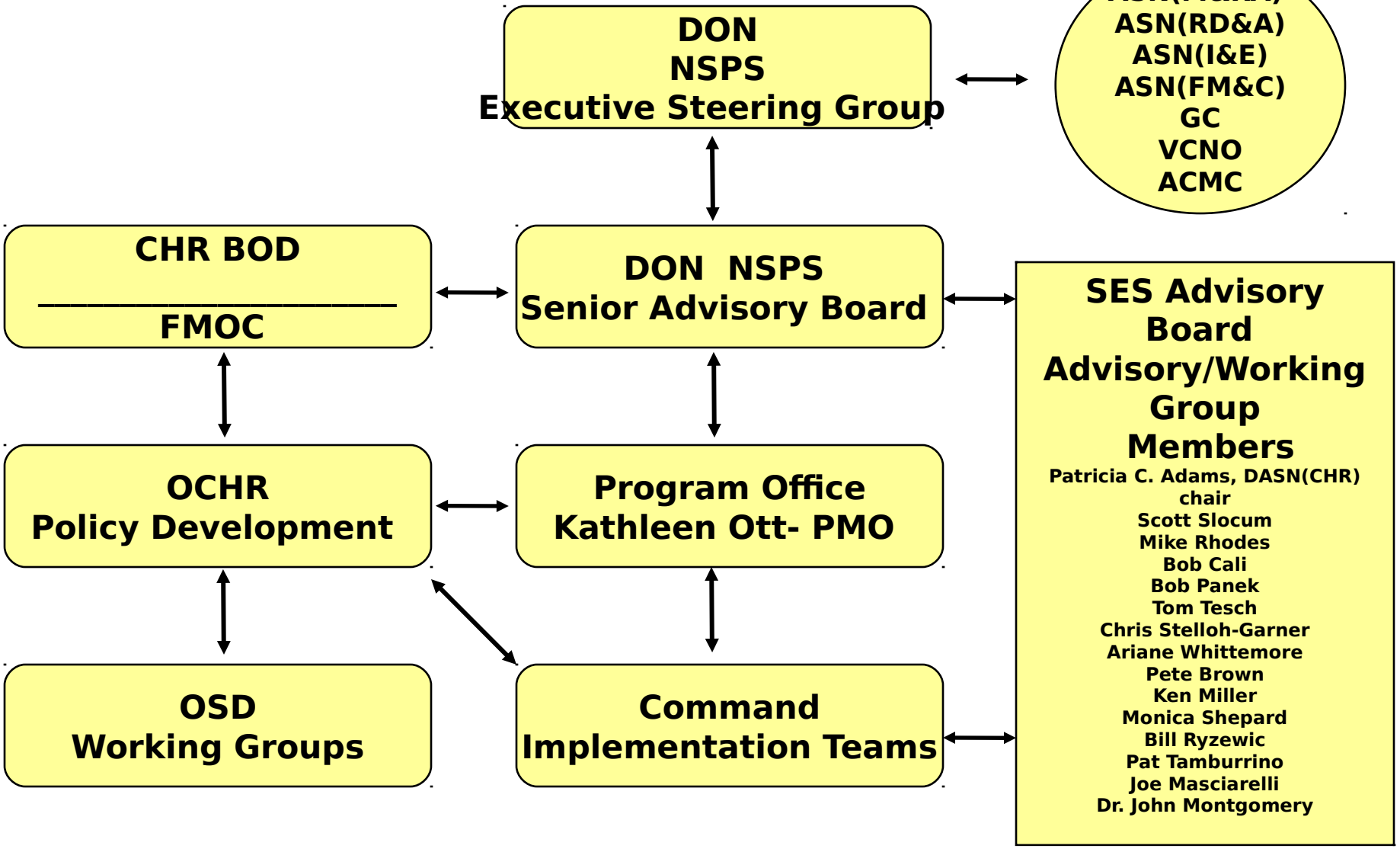
National Security Personnel System
Best Practice Status (Cont.)

- **Change Management Initiatives Ongoing**
  - Based on Kotter's 8 steps to transforming an organization
    - Step #1 – Establish a sense of urgency
    - Step #2 – Form a powerful guiding coalition
    - Step #3 – Create a vision
    - Step #4 – Communicate the vision
    - Step #5 – Empower others to act on the vision
    - Step #6 – Plan for and create short term wins
    - Step #7 – Consolidate improvements and produce still more change
    - Step #8 – Institutionalize new approaches

- **Advisory Groups chartered and on-going meetings scheduled**

NATIONAL SECURITY PERSONNEL SYSTEM

ADVISORY STRUCTURE



Discussion Items

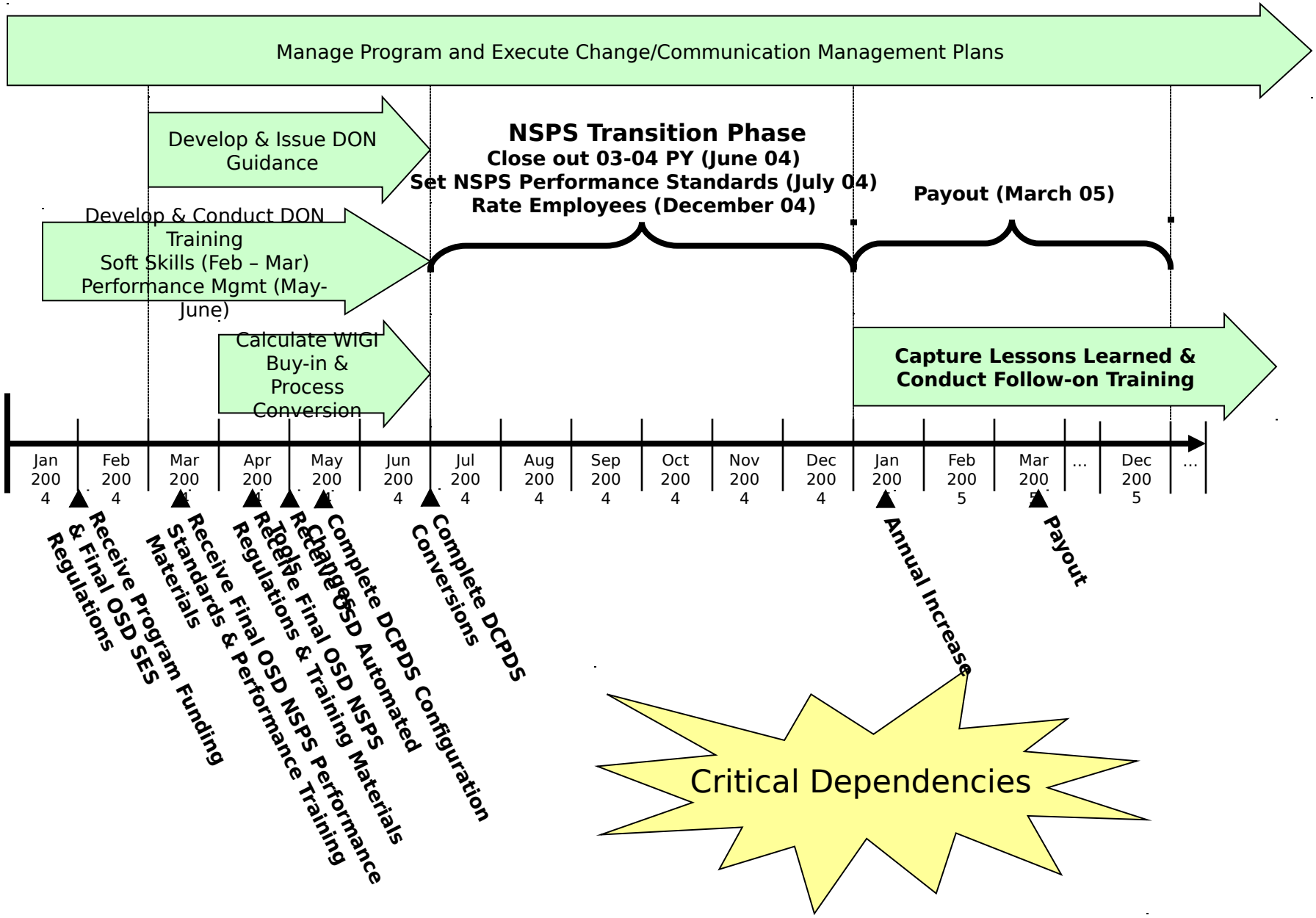
- **Deployment Planning**
- **Command Roll Out**
- **Military Engagement**
- **Payout Approach**
- **Command Communications**
- **Other Issues**

Discussion: Deployment Planning

- **DASN (CHR) Program Management Office (PMO) chartered**
  - PMO will manage
    - Project Plan
    - Timelines
    - Risk Identification/Mitigation
  - PMO/Commands will work
    - Payout Approach
    - Pay Scenario Analysis
    - Assessment Data/Plan
- **OCHR staff already working with OSD on policy design/implementation**
- **PMO/OCHR/Command project involvement "a must"**
- **Discussion Point:**

  Best Method For Obtaining Command Involvement/Input?

DON NSPS Implementation Plan



Discussion: Command Roll Out

- **NAVAIR/SPAWAR governance structure drafted**
- **NAVSEA "lessons learned" from demo roll out**
- **OGC Lessons Learned**
- **Discussion Point:**
  - ***What is the best approach for Department-wide deployment?***

Objective: Standard Deployment Plan Across the Department

Discussion: Total Management Engagement

- NSPS is a Management Tool that will facilitate:
  - **Workforce Shaping**
  - **Recognition of Performance/Mission Contribution**
  - **Recruitment of the "Best and Brightest"**
- The full engagement of managers, both military and civilian, is essential to achieving the objectives of NSPS.
  - **NSPS will provide opportunity for military managers to be educated on, and become more involved with, the management of the DON civilian workforce**
- Senior Military and Civilian Leadership need to be NSPS Champions
- Discussion Point:
  - ***How best to engage Activity Heads (COs/TDs)?***

Discussion: Pay Out Approach

- **DON Performance Proposal for NSPS covered employees:**
  - **Conduct WGI Buyout upon conversion, projected for June 04**
  - **End current performance year, June 04**
  - **Set new Performance Elements, using NSPS, July 04**
  - **Conduct NSPS Performance Rating, December 04**
  - **Effect "Gentler" NSPS Payout, March 05**
    - **All employees, except those performing unsatisfactorily, will receive full Government Salary Increase**
    - **NSPS Ratings will be used to calculate Cash Awards/Merit Increases**
  - **Employees will be notified that March 06 Payout will be a full performance-based payout; Government Salary Increase will not be automatic but will be performance-based**
- Training on Performance Elements and Plans must be conducted ASAP!
- Discussion Point:
  - ***Is this plan workable?***

Discussion: Command Communication

- **Ongoing Communication Efforts**
  - **ASN(M&RA) NSPS Executive Steering Group**
  - **DASN(CHR) Senior Advisory Board**
  - **Human Resources Service Delivery BOD**
  - **Communication Plan Completed**
  - **Web Site Deployed**
  - **E-mails from VCNO, ASN (M&RA), DASN (CHR) and others**
  - **Echelon I and II e-mail distribution list being compiled**
  - **NSPS Updates being included in CNO Mailings**
  - **Federal times article being drafted with CHINFO**

- Discussion Point:
  - ***Are there other communication vehicles needed?***

Discussion: Other Issues

?

?

?

?

?

?

?

?

?